



# **Culcheth Primary School**

## **School Uniform Policy**

### **Adapted from Warrington Borough Council**



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## **Principles for a school uniform policy – Policies and practice**

Warrington Borough Council expects all settings to develop their own school uniform policy, which should incorporate or have regard to best practice. This policy must be consistent with DfE guidance and the Equality Act.

We have updated this policy in line with the DfE's new statutory uniforms guidance. We believe that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

### **1. About the policy**

- 1.1 Policy documents should be in line with statutory guidance from the Department for Education on the cost of school uniform.
- 1.2 Policy documents should will avoid discrimination in line with our legal duties under the Equality Act 2010 ([legislation.gov.uk](http://legislation.gov.uk)) which prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 1.3 Any policy on school uniform should play a valuable role in contributing to the family and community ethos of our school. Suggested beliefs about uniform include:
  - Sets an appropriate, positive tone;
  - Promotes a sense of pride in the school;
  - Supports positive behaviour and discipline;
  - Protects children from social pressures to dress in a particular way;
  - Promotes equality between children and their peers;
  - Should take account of health and safety issues.

### **2. Legal duties under the Equality Act 2010**

- 2.1 Our school will not discriminate about school uniform. All children should follow the same protocol with regards to uniform requirements.

This policy has due regard to all relevant legislation including, but not limited to, the following:

- a) Education and Inspections Act 2006
- b) Education Act 2011

- c) Human Rights Act 1998
- d) Equality Act 2010
- e) The UK General Data Protection Regulation (UK GDPR)
- f) Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- a) DfE (2021) 'Cost of school uniforms'
- b) DfE (2021) 'School Admissions Code'
- c) DfE (2021) 'School uniforms'

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- a) Are transgender, including non-binary pupils.
- b) Have SEND and/or sensory needs.
- c) Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

### **Non-compliance**

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

### **Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## **3. Limiting the cost of our school uniform**

3.1 Culcheth Primary School has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform and does not place an unreasonable financial burden on parents.

3.2 Culcheth Primary School acknowledges that at times, providing children with a new uniform can be financially difficult. The school will aim to support parents and carers if providing their child with a new uniform is not possible.

When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- a) Economically disadvantaged parents.
- b) Parents with multiple children who are, or will be in the future, pupils at the school.
- c) Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- d) Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.

e) LAC and PLAC.

3.3 Ensure that it is available at a reasonable cost. The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

3.4 Provides the best value for money.

To ensure the above the school must indicate ways in which it will provide best value for money:

- Carefully considering whether any items with distinctive characteristics are necessary
- Keeping branded items to a minimum
- Limiting branded items to low-cost or long-lasting items
- The school keeps variations in school uniform for different groups of pupils to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.
- Considering how we can maintain the benefits of a branded item whilst keeping costs low, such as logos that can be ironed on.
- Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.
- The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoid being overly specific with items such as coats, bags and trainers
- Consulting with parents and pupils on any proposed significant changes to the uniform policy.

#### **4. Our school uniform**

You can order your child's school uniform from Rainbow Uniforms in Leigh 01942 609447. Please visit [www.rainbowuniforms.co.uk](http://www.rainbowuniforms.co.uk) and search for Culcheth Primary.

Alongside Rainbow Uniforms, other stockists are Touchline and Alpha Uniforms.

The governing board will ensure that a written contract is in place with the supplier for branded items.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.



The following items are essential for school and all have our School Logo on. Your child will need:

- Cardigan or Jumper (Logo item)
- Book Bag (Logo item)
- PE T-shirt (Logo)
- Polo T-shirt (Logo or Non Logo)

The following items are essential for school but do not have our logo on and can be purchased from most supermarkets:

- Grey Trousers, Grey Skirt, PE Shorts, Pinafore Dress
- Plain white polo t-shirt



We have also made a school fleece available for the children to wear in place of their school jumper on PE days, which can be purchased from Rainbow clothing.

On PE days the children come to school wearing their PE kits. P.E is a statutory part of the National Curriculum. It is a legal requirement for school to teach PE and for children to take part in PE lessons.

#### Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is be taken to the lost property box in the foyer.

## 5. Extra-curricular Kits

A wide range of sporting clubs and activities supplement the statutory curriculum, both during and after school hours. The children benefit from having the opportunity to be involved in a variety of activities, and we welcome parental support in these. The

children are invited to wear their own suitable sporting kits for extra-curricular activities to limit the requirements placed on their school PE kits. When representing the school in sporting competition then school PE kit should be worn as we feel competing in our school colours is not only essential for promoting a team ethos but also reflects the pride we feel for being part of our school community.

## **6. Hairstyle requirements**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE. Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it. Natural colours only, no tracks/lines or extreme hairstyles such as mohicans.

## **7. Jewellery**

For Health and Safety reasons, children should not wear jewellery at all during PE lessons. If girls are unable to remove their earrings themselves, parents should remove them before school. Parents of children with long hair should ensure children have their hair tied back.

## **8. School bags**

Pupils must use an appropriately sized waterproof bookbag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage. Backpacks are not permitted.

## **9. Adverse weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

## **10. Provision of second-hand uniforms**

Information about second-hand uniform for example:

All second-hand uniform donated to school is given to parents as and when needed. Parents are invited to donate their child's uniform when they no longer need it.

## **11. Roles and Responsibilities**

The governing board will review this policy and make sure that it:

- a) Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- b) Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- c) Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- d) Ensuring that the school's uniform is accessible and affordable.
- e) Demonstrating how best value for money has been achieved in the uniform policy.
- f) The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.
- g) Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The headteacher is responsible for:

- a) Enforcing the school's uniform on a day-to-day basis.
- b) Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- c) Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- a) Ensuring that pupils dress in accordance with this policy at all times.
- b) Disciplining pupils who are in breach of this policy.

c) Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- a) Providing their children with the correct school uniform as detailed in this policy.
- b) Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- c) Ensuring that their child's uniform and PE kit is clean, in good condition, presentable and the correct size.

Pupils are responsible for:

- a) Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- b) Looking after their uniform as appropriate.
- c) Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

- Is appropriate for our school's context
- Is implemented fairly across the school
- Offer a uniform that is appropriate, practical and safe for all pupils
- The school does not make a profit from school uniform

## **12. Monitoring and review**

This policy is reviewed **bi-annually** by the headteacher and the governing board. Any changes to this policy will be communicated to all relevant stakeholders.

The scheduled review date for this policy is **2028**.